ganizational Behavior and Human Performance

A Journal of Fundamental Research and Theory in Applied Psychology

Volume 25
1980

EDITOR. James C. Naylor
MANAGING EDITOR: Linnea Klendworth

EDITORIAL BOARD:

ce Roy Beach
ats Björkman
erndt Brehmer
anne B. Brett
. John Castellan, Jr.
. Peter Dachler
ichael Doherty
rthur L. Dudycha
ard Edwards
illel J. Einhorn
red E. Fiedler
harles Gettys
Irwin L. Goldstein
Paul S. Goodman
George Graen
Robert M. Guion
J. Richard Hackman
William C. Howell
Charles L. Hulin
Daniel R. Ilgen
Edward E. Lawler III
Sarah Lichtenstein
Delbert M. Nebeker
Gordon F. Pitz
Robert D. Pritchard
Karlene Roberts
Frank L. Schmidt
David Schum
William E. Scott
Paul Slovic
Patricia C. Smith
Barry M. Staw
Victor H. Vroom
Thomas S. Wallsten
Robert J. Wherry, Jr.
Robert L. Winkler

ACADEMIC PRESS
New York and London
A Subsidiary of Harcourt Brace Jovanovich, Publishers

Copyright © 1980 by Academic Press, Inc.

All Rights Reserved

No part of this publication may be reproduced or transmitted in any form or by any means electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission in writing from the copyright owner.

The appearance of the code at the bottom of the first page of an article in this journal indicates the copyright owner's consent that copies of the article may be made for personal or internal use, or for the personal or internal use of specific clients. This consent is given on the condition, however, that the copier pay the stated per copy fee through the Copyright Clearance Center, Inc. (21 Congress Street, Salem, Massachusetts 01970), for copying beyond that permitted by Sections 107 or 108 of the U.S. Copyright Law. This consent does not extend to other kinds of copying, such as copying for general distribution, for advertising or promotional purposes, for creating new collective works, or for resale. Copy fees for pre-1980 articles are the same as those shown for current articles.

MADE IN THE UNITED STATES OF AMERICA

CONTENTS OF VOLUME 25

NUMBER 1, FEBRUARY 1980

STEPHEN E. EDGELL. Higher Order Configural Information Processing in Nonmetric Multiple-Cue Probability Learning. . 1

MICHAEL K. MOCH. Job Involvement, Internal Motivation, and Employees' Integration into Networks of Work Relationships. . 15

WAYNE F. CASCIO. Responding to the Demand for Accountability: A Critical Analysis of Three Utility Models. 32

ROBERT W. RICE, LISA RICHER BENDER, AND ALAN G. VITTERS. Leader Sex, Follower Attitudes toward Women, and Leadership Effectiveness: A Laboratory Experiment. 46

LAWRENCE H. PETERS, EDWARD J. O'CONNOR, AND CATHY J. RUDOLF. The Behavioral and Affective Consequences of Performance-Relevant Situational Variables. 79

STEPHEN G. GREEN AND THOMAS D. TABER. The Effects of Three Social Decision Schemes on Decision Group Process. . . 97

JAY J. J. CHRISTENSEN-SZALANSKI. A Further Examination of the Selection of Problem-Solving Strategies: The Effects of Deadlines and Analytic Aptitudes. 107

TERENCE R. MITCHELL AND ROBERT E. WOOD. Supervisor's Responses to Subordinate Poor Performance: A Test of an Attributional Model. 123

DAVID J. CHERRINGTON AND J. LYNN ENGLAND. The Desire for an Enriched Job as a Moderator of the Enrichment–Satisfaction Relationship. 139

NUMBER 2, APRIL 1980

HUGH J. ARNOLD AND ROBERT J. HOUSE. Methodological and Substantive Extensions to the Job Characteristics Model of Motivation. 161

RANDALL S. SCHULER. Definition and Conceptualization of Stress in Organizations. 184

HOWARD M. WEISS AND PATRICK A. KNIGHT. The Utility of Humility: Self-Esteem, Information Search, and Problem-Solving Efficiency. 216

DONALD G. MORRISON AND DAVID C. SCHMITTLEIN. Jobs, Strikes, and Wars: Probability Models for Duration. 224

JEFFREY T. WALSH, THOMAS D. TABER, AND TERRY A. BEEHR. An Integrated Model of Perceived Job Characteristics. . . . 252

LEE C. EILS III AND RICHARD S. JOHN. A Criterion Validation of Multiattribute Utility Analysis and of Group Communication Strategy. 268

KENT L. NORMAN. A Case for the Generalizability of Attribute Importance: The Constant Ratio Rule of Effects. 289

NUMBER 3, JUNE 1980

W. E. SCOTT, JR. AND J. A. ERSKINE. The Effects of Variations in Task Design and Monetary Reinforcers on Task Behavior. . . 311
ROBERT D. PRITCHARD, JOHN HOLLENBACK, AND PHILIP J. DELEO. The Effects of Continuous and Partial Schedules of Reinforcement on Effort, Performance, and Satisfaction. 336
LAWRENCE R. JAMES, ROBERT G. DEMAREE, AND JOHN J. HATER. A Statistical Rationale for Relating Situational Variables and Individual Differences. 354
F. HUTTON BARRON AND RICHARD JOHN. Reference Effects: A Sheep in Wolf's Clothing. 365
J. FRANK YATES AND CAROLYN M. JAGACINSKI. Multiattribute Evaluation Reference Effects: A Reply to Barron and John. . . 375
ILAN ADLER AND DITSA KAFRY. Capturing and Clustering Judges' Policies. 384
JOHN C. HERSHEY AND PAUL J. H. SCHOEMAKER. Prospect Theory's Reflection Hypothesis: A Critical Examination. 395
ANTHONY J. MENTO, NORMAN D. CARTLEDGE, AND EDWIN A. LOCKE. Maryland vs Michigan vs Minnesota: Another Look at the Relationship of Expectancy and Goal Difficulty to Task Performance. 419
DANIEL R. ILGEN AND WILLIAM A. KNOWLTON, JR. Performance Attributional Effects on Feedback from Superiors. 441
AUTHOR INDEX FOR VOLUME 25. 457